

Article - Labor and Employment

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§3–1301.

- (a) In this subtitle the following words have the meanings indicated.
- (b) “Abuse” has the meaning stated in § 4–501 of the Family Law Article.
- (c) “Domestic violence” means abuse against an individual eligible for relief.
- (d) “Earned sick and safe leave” means leave away from work that is provided by an employer under § 3–1304 of this subtitle.
- (e) “Employee” does not include an individual who:
 - (1) performs work under a contract of hire that is determined not to be covered employment under § 8–205 of this article;
 - (2) is not a covered employee under § 9–222 of this article;
 - (3) is under the age of 18 years before the beginning of the year;
 - (4) is employed in the agricultural sector on an agricultural operation under § 5–403(a) of the Courts Article;
 - (5) is employed by a temporary services agency to provide temporary staffing services to another person if the temporary services agency does not have day-to-day control over the work assignments and supervision of the individual while the individual is providing the temporary staffing services; or
 - (6) is directly employed by an employment agency to provide part-time or temporary services to another person.
- (f) “Employer” includes:
 - (1) a unit of State or local government; and
 - (2) a person that acts directly or indirectly in the interest of another employer with an employee.
- (g) “Family member” means:

(1) a biological child, an adopted child, a foster child, or a stepchild of the employee;

(2) a child for whom the employee has legal or physical custody or guardianship;

(3) a child for whom the employee stands in loco parentis, regardless of the child's age;

(4) a biological parent, an adoptive parent, a foster parent, or a stepparent of the employee or of the employee's spouse;

(5) the legal guardian or ward of the employee or of the employee's spouse;

(6) an individual who acted as a parent or stood in loco parentis to the employee or the employee's spouse when the employee or the employee's spouse was a minor;

(7) the spouse of the employee;

(8) a biological grandparent, an adopted grandparent, a foster grandparent, or a stepgrandparent of the employee;

(9) a biological grandchild, an adopted grandchild, a foster grandchild, or a stepgrandchild of the employee; or

(10) a biological sibling, an adopted sibling, a foster sibling, or a stepsibling of the employee.

(h) "Person eligible for relief" has the meaning stated in § 4-501 of the Family Law Article.

(i) "Restaurant" means an establishment that:

(1) accommodates the public;

(2) is equipped with a dining room with facilities for preparing and serving regular meals; and

(3) has average daily receipts from the sale of food that exceed the average daily receipts from the sale of alcoholic beverages.

(j) "Sexual assault" means:

(1) rape, sexual offense, or any other act that is a sexual crime under Title 3, Subtitle 3 of the Criminal Law Article;

(2) child sexual abuse under § 3–602 of the Criminal Law Article; or

(3) sexual abuse of a vulnerable adult under § 3–604 of the Criminal Law Article.

(k) “Stalking” has the meaning stated in § 3–802 of the Criminal Law Article.

(l) Unless the context requires otherwise, “year” means a regular and consecutive 12–month period as determined by the employer.

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